

**WHAT IS CLAIMED IS:**

- 1 1. A method of reviewing resource reduction decisions, said  
2 method comprising:  
3 receiving a skill group identifier;  
4 retrieving data records for a plurality of employees,  
5 wherein each data record includes the skill group  
6 identifier and an evaluation;  
7 comparing the retrieved data records based upon the  
8 corresponding evaluations; and  
9 identifying one or more surplus employees based upon the  
10 comparisons.
- 1 2. The method as described in claim 1 wherein the comparing  
2 further comprises:  
3 sorting the retrieved data records based on the  
4 corresponding evaluations;  
5 retrieving a surplus percentage corresponding to the skill  
6 group identifier;  
7 multiplying the surplus percentage by the number of  
8 retrieved data records creating a surplus number; and  
9 selecting the surplus number of employees from the lower  
10 end of the sorted data records.
- 1 3. The method as described in claim 1 further comprising:  
2 analyzing one of the evaluations prior to the comparing;  
3 determining whether to agree with the evaluation; and  
4 sending a rework request to a creator of the evaluation in  
5 response to not agreeing with the evaluation.

- 1 4. The method as described in claim 3 wherein the analyzing  
2 further comprises:  
3 identifying the evaluation as a low skill evaluation; and  
4 checking whether the employee's data record includes one or  
5 more positive employment factors, wherein at least one  
6 of the positive employment factors is selected from  
7 the group consisting of a top contributor indicator, a  
8 stock option award, a significant salary increase, a  
9 critical skill identifier, and a promotion identifier.
- 1 5. The method as described in claim 1 further comprising:  
2 analyzing the identified surplus employees, wherein the  
3 analyzing includes:  
4 assessing the surplus employees' data records with one  
5 or more corporate surplus guidelines;  
6 assessing each of the surplus employees' evaluations  
7 to other employee evaluations having the same  
8 skill group; and  
9 rejecting one or more of the surplus employee  
10 identifications based upon one of the  
11 assessments.
- 1 6. The method as described in claim 1 further comprising:  
2 reviewing each of the surplus employees' data records using  
3 one or more applicable laws;  
4 determining an additional compensation amount for one or  
5 more of the surplus employees based on the applicable  
6 laws; and

7 adding the additional compensation to a severance amount  
8 corresponding to the surplus employees.

1 7. The method as described in claim 1 further comprising:  
2 comparing the surplus employees' data records with data  
3 records corresponding to non-surplus employees;  
4 creating one or more statistical analyses based on the  
5 comparison, wherein the statistical analyses include  
6 one or more protected employment factors;  
7 assessing the statistical analyses using one or more  
8 applicable laws; and  
9 modifying the group of identified surplus employees based  
10 on the assessment.

1 8. An information handling system comprising:  
2 one or more processors;  
3 a memory accessible by the processors;  
4 one or more nonvolatile storage devices accessible by the  
5 processors;  
6 an employee resource review tool to review employee  
7 reductions, the employee resource review tool  
8 including:  
9 means for receiving a skill group identifier;  
10 means for retrieving data records for a plurality of  
11 employees, wherein each data record includes the  
12 skill group identifier and an evaluation;  
13 means for comparing the retrieved data records based  
14 upon the corresponding evaluations; and  
15 means for identifying one or more surplus employees  
16 based upon the comparisons.

- 1 9. The information handling system as described in claim 8  
2 wherein the means for comparing further comprises:  
3 means for sorting the retrieved data records based on the  
4 corresponding evaluations;  
5 means for retrieving a surplus percentage corresponding to  
6 the skill group identifier;  
7 means for multiplying the surplus percentage by the number  
8 of retrieved data records creating a surplus number;  
9 and  
10 means for selecting the surplus number of employees from  
11 the lower end of the sorted data records.
- 1 10. The information handling system as described in claim 8  
2 further comprising:  
3 means for analyzing one of the evaluations prior to the  
4 comparing;  
5 means for determining whether to agree with the evaluation;  
6 and  
7 means for sending a rework request to a creator of the  
8 evaluation in response to not agreeing with the  
9 evaluation.
- 1 11. The information handling system as described in claim 10  
2 wherein the means for analyzing further comprises:  
3 means for identifying the evaluation as a low skill  
4 evaluation;  
5 means for checking whether the employee's data record  
6 includes one or more positive employment factors,  
7 wherein at least one of the positive employment

8 factors is selected from the group consisting of a top  
9 contributor indicator, a stock option award, a  
10 significant salary increase, a critical skill  
11 identifier, and a promotion identifier.

1 12. The information handling system as described in claim 8  
2 further comprising:  
3 means for analyzing the identified surplus employees,  
4 wherein the analyzing includes:  
5 means for assessing the surplus employees' data records  
6 with one or more corporate surplus guidelines;  
7 means for assessing each of the surplus employees'  
8 evaluations to other employee evaluations having the  
9 same skill group; and  
10 means for rejecting one or more of the surplus employee  
11 identifications based upon one of the assessments.

1 13. The information handling system as described in claim 8  
2 further comprising:  
3 means for comparing the surplus employees' data records  
4 with data records corresponding to non-surplus  
5 employees;  
6 means for creating one or more statistical analyses based  
7 on the comparison, wherein the statistical analyses  
8 include one or more protected employment factors;  
9 means for assessing the statistical analyses using one or  
10 more applicable laws; and  
11 means for modifying the group of identified surplus  
12 employees based on the assessment.

1 14. A computer program product stored in a computer operable  
2 media for reviewing resource reduction decisions, said  
3 computer program product comprising:  
4 means for receiving a skill group identifier;  
5 means for retrieving data records for a plurality of  
6 employees, wherein each data record includes the skill  
7 group identifier and an evaluation;  
8 means for comparing the retrieved data records based upon  
9 the corresponding evaluations; and  
10 means for identifying one or more surplus employees based  
11 upon the comparisons.

1 15. The computer program product as described in claim 14  
2 wherein the means for comparing further comprises:  
3 means for sorting the retrieved data records based on the  
4 corresponding evaluations;  
5 means for retrieving a surplus percentage corresponding to  
6 the skill group identifier;  
7 means for multiplying the surplus percentage by the number  
8 of retrieved data records creating a surplus number;  
9 and  
10 means for selecting the surplus number of employees from  
11 the lower end of the sorted data records.

1 16. The computer program product as described in claim 14  
2 further comprising:  
3 means for analyzing one of the evaluations prior to the  
4 comparing;

5 means for determining whether to agree with the evaluation;  
6 and  
7 means for sending a rework request to a creator of the  
8 evaluation in response to not agreeing with the  
9 evaluation.

1 17. The computer program product as described in claim 16  
2 wherein the means for analyzing further comprises:  
3 means for identifying the evaluation as a low skill  
4 evaluation; and  
5 means for checking whether the employee's data record  
6 includes one or more positive employment factors,  
7 wherein at least one of the positive employment  
8 factors is selected from the group consisting of a top  
9 contributor indicator, a stock option award, a  
10 significant salary increase, a critical skill  
11 identifier, and a promotion identifier.

1 18. The computer program product as described in claim 14  
2 further comprising:  
3 means for analyzing the identified surplus employees,  
4 wherein the analyzing includes:  
5 means for assessing the surplus employees' data records  
6 with one or more corporate surplus guidelines;  
7 means for assessing each of the surplus employees'  
8 evaluations to other employee evaluations having the  
9 same skill group; and  
10 means for rejecting one or more of the surplus employee  
11 identifications based upon one of the assessments.

1 19. The computer program product as described in claim 14  
2 further comprising:  
3 means for reviewing each of the surplus employees' data  
4 records using one or more applicable laws;  
5 means for determining an additional compensation amount for  
6 one or more of the surplus employees based on the  
7 applicable laws; and  
8 means for adding the additional compensation to a severance  
9 amount corresponding to the surplus employees.

1 20. The computer program product as described in claim 14  
2 further comprising:  
3 means for comparing the surplus employees' data records  
4 with data records corresponding to non-surplus  
5 employees;  
6 means for creating one or more statistical analyses based  
7 on the comparison, wherein the statistical analyses  
8 include one or more protected employment factors;  
9 means for assessing the statistical analyses using one or  
10 more applicable laws; and  
11 means for modifying the group of identified surplus  
12 employees based on the assessment.  
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